



**The INSIGHTMirror 360 helps you capitalize on the opportunity to see yourself as others see you, and to use these insights as a springboard for your leadership growth.**

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I have the highest regard for the customized on-line INSIGHTMirror 360° your firm developed. As you know all too well, civilian's in the military are quite skeptical of "touchy feely" 360° stuff. Yet for four years I have used your 360° with different departments for solely developmental purposes, and each time my people ask, When are we doing this again?

I like the design of your 360. It encouraged raters to write comments with a great degree of confidentiality; was easy to use; and very compatible with all of our different platforms.

Each time we used the INSIGHTMirror 360° we have seen dramatic results in significantly improving organizational effectiveness and leadership competencies.

*Mark Bradshaw, Former Director of Science & Technology, Joint Warfare Analysis Center*

Considering the fact that my organization is populated with incredibly bright, and independent people who are a bit cynical about the soft sciences, your work through the INSIGHTMirror 360 represents a significant step in our leadership development program. I've have been through some very expensive 360° initiatives, but none has brought the accolades from employees as your reasonably priced InsightMirror360. We plan to keep on using it.

*Mike Reingruber, President, Information Sciences Group, Plexus Scientific*

As you know I've utilized a few different 360 degree assessment instruments throughout my career for both team development and individual growth and I would like to share with you that your INSIGHTMirror's technology for administering, scoring, and feeding back survey results is the best I have ever seen. It is all I plan to use in the future.

*John Sholhead, Executive Assistant, Department of Labor*

Looking through the INSIGHTMirror 360 shows the value of your practical experience in dealing with leadership within large organizations, especially the government. It is crisp, balanced and insightful (hence the name?) - a bit better on all three counts than the other instruments I've seen. Most of all, it is finely-tuned to the real dilemmas facing managers in government That makes it ideally suited to improving the overall management of bureaucratic organizations.

*Charles Whitmore, SES, the Federal Energy Regulatory Commission*

I would like to thank you for introducing us to the INSIGHTMirror 360. I have been involved with 360 reviews in the past and have found them to be beneficial. I found the InsightMirror360 to be especially useful due to its use of internet and e-mail technology making it extremely user friendly and convenient to respond to. The final report contained useful information in and easy to read format which can be applied immediately. Those of us that have participated in the program have been so impressed that we are now making plans to extend it deeper into the organization.

*Derek Coen, Vice President Operations, Atlantic Electric Supply Corp.*

I consider that the 360° feedback initiative to may be the single most tangible and successful change strategy we have seen at FERC. It has power. It is data-driven. It touches people personally. Your INSIGHTMirror 360 looks like it will be one of the major 360°'s in the leadership development field.

*Director of the Organizational Management Office for the Federal Energy Regulatory Commission*



## **Reliability and Validity Insight Mirror 360 Assessment**

### **General Conclusions**

“Based on standard statistical tests and assumptions the InsightMirror 360 multi-rater assessment has high general validity for the designated objectives. It incorporates a concise array of easily understood items to generate feedback with high utility and practicality. It is anticipated that based on the number of respondents the opportunity for measurable performance advancements in the individual being rated is very significant.

The competencies the instrument evaluates are of clear and immediate interest to both the individuals being rated and their superiors. All rated parties expressed a high degree of satisfaction with the accuracy and usefulness of the feedback provided. In general, the instrument affords superior insight with a relatively very efficient response time and a high quality web-enabled user interface.”

Report prepared on behalf of Success Profiles, Inc.  
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ParkerWebSolutions. Data used  
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